

1 About this Policy

This Environmental Policy outlines Tunstall Healthcare (UK) Ltd commitment to protecting the environment, preventing pollution, and continually improving its environmental performance in accordance with ISO 14001.

This policy applies to all activities, products, and services under the organisation's control. It provides a framework for establishing environmental objectives, minimising environmental impact, and supports compliance with applicable UK environmental legislation and other relevant requirements.

This policy is applicable to all Tunstall personnel based within the United Kingdom and encompasses the following organisational scope:

- The Tunstall UK Commercial division reporting into the Managing Director for UK and Ireland.
- The Tunstall Operational team reporting into the Operations and Supply Chain Director.
- The Tunstall Technology Group reporting into the Group Chief Technology Officer.
- The Tunstall Group Finance team reporting into the Group Chief Financial Officer
- The Tunstall Group Executive team reporting into the Group Chief Executive Officer.

2 People

- **Top Management** is responsible for demonstrating leadership and commitment to the Environmental Management System (EMS) ensuring resources are available and promoting continual improvement.
- **Managers and Supervisors** are responsible for implementing this policy within their areas of control and ensuring employees understand their environmental responsibilities.
- **Employee and Workers** are required to comply with environmental procedures, report environmental concerns, and contribute to improved environmental performance.
- **Contractors, Suppliers and Visitors** are expected to operate in accordance with relevant environmental requirements and this policy where applicable.

3 Intent

Tunstall Healthcare UK Ltd is committed to:

- Protecting the environment and preventing pollution.
- Complying with all applicable Legislative, Contractual and Regulatory obligations.
- Reducing waste, emissions, and resource consumption.
- Promoting efficient use of energy, water, materials.
- Using resources efficiently and promoting sustainable procurement.
- Setting, reviewing, and achieving environmental objectives and targets.
- Continual improvement of the Environmental Management System.

4 Implementation

Tunstall Healthcare UK Ltd will implement this policy through its Environmental Management System by:

- Identifying environmental aspects and impacts associated with its activities, products, and services.
- Assessing environmental risks and opportunities.
- Establishing environmental objects, targets, and management programs.
- Providing appropriate environmental training and awareness for employees.
- Monitoring, measuring, and evaluating environmental performance.
- Conducting internal audits and management review of the EMS.
- Taking corrective and preventative action where nonconformities or environmental incidents occur.

This policy will be communicated to all persons working for or on behalf of Tunstall Healthcare UK Ltd and will be made available to interested parties upon request.

5 Policies and Procedures

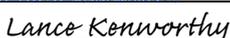
Tunstall Healthcare UK Ltd maintains policies and procedures to support the implementation of this Environmental Policy. These are designed to ensure compliance with legal and regulatory requirements, minimise environmental impacts, and promote continual improvement.

Key areas include:

- **Waste Management:** ensuring responsible handling, segregation, recycling, and disposal of all waste streams, including WEEE and batteries.
- **Pollution Prevention:** Minimising emissions, spills, and other environmental impacts.
- **Legal and Regulatory Compliance:** Identifying and meeting all applicable environmental legislation and other requirements.
- **Environmental Awareness and Training:** Ensuring staff and contractors understand their environmental responsibilities.
- **Monitoring and Continual Improvement:** Regularly assessing environmental performance, setting objectives, and implementing improvements.

6 Review and Approval

This environmental Policy shall be reviewed at least annually, or following significant changes to operations, legislation or environmental risks, to ensure it remains appropriate and effective.

Approved by			
Position	Print Name	Signature	Date
Managing Director UK & Ireland	Mark Hindle	 <small>Mark Hindle (Jan 26, 2026 09:36:41 GMT)</small>	26/01/26
Chief Technology Officer	David Jack	 <small>David Jack (Jan 29, 2026 12:09:08 GMT)</small>	29/01/26
Group Director - Regulatory Affairs	Lance Kenworthy	 <small>Lance Kenworthy (Jan 26, 2026 08:37:27 GMT)</small>	26/01/26
Operations & Supply Chain Director	Mark Dorrian	 <small>Mark Dorrian (Jan 27, 2026 07:48:16 GMT)</small>	27/01/26

UK-POL-3 Environmental Policy Rev 2

Final Audit Report

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